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2017

# Curricular Report No. 2016-17-3 from the Graduate Council to the Faculty Senate: Program Changes.

University of Rhode Island Faculty Senate

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THE  
UNIVERSITY  
OF RHODE ISLAND  
FACULTY SENATE OFFICE


Green Hall, 35 Campus Avenue, Kingston, RI 02881 USA p: 401.874.2616



Serial Number #16-17-17B

TO: President David Dooley  
FROM: W. Michael Sullivan, Chairperson of the Faculty Senate

1. The attached BILL titled, Curricular Report No. 2016-17-3 from the Graduate Council to the Faculty Senate: Program Changes, is forwarded for your consideration.
2. This BILL was adopted by vote of the Faculty Senate on February 23, 2017.
3. After considering this bill, will you please indicate your approval or disapproval. Return the original, completing the appropriate endorsement below.
4. In accordance with Section 10, paragraph 4 of the Senate's By-Laws, this bill will become effective March 16, 2017 three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; or (3) the University Faculty petitions for a referendum.

  
W. Michael Sullivan  
Chairperson of the Faculty Senate

February 23, 2017

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ENDORSEMENT

TO: Chairperson of the Faculty Senate  
FROM: President of the University

- a. Approved ☒.
- b. Approved subject to Notice of the Council on Postsecondary Education \_\_\_\_.
- c. Disapproved \_\_\_\_.

  
Signature of the President

3.6.17  
(date)

**Notice of Change for:** Schmidt Labor Research Center Graduate Program Revisions (see Appendix A)

**Date:** December 2, 2016

**A. PROGRAM INFORMATION**

**1. Name of institution**

University of Rhode Island

**2. Name of department, division, school or college**

Department: Schmidt Labor Research Center

College: College of Business Administration

**3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.**

Initiation date: May, 2017

First degree date: December 2017

**4. Intended location of the program:** Kingston

Classes held in Providence and Kingston

**5. Summary description of proposed program (not to exceed 2 pages).**

1. MS CREDIT CHANGE: The SLRC currently offers an MS in Human Resources and Labor Relations (non-thesis) requiring 39 credits. In alignment with other competitor programs, to align with industry standards and better meet students needs, we propose decreasing the credit requirement to 36 credits, decreasing core courses to 18 credits (currently 27 credits) and increasing the number of elective courses allowed to 18 credits (currently 12 credits).
2. APPROVED COURSES UPDATE: Due to curriculum rationalization, faculty retirements and updates in the field, we are making slight revisions to the courses approved for MS requirements, MS Specializations and Graduate Certificate Programs.
3. COURSE CODE CHANGE: We propose changing our course code from LRS to LHR. The original course code was based on the original designation for the center in labor studies. Students report confusion about the meaning of our course code as is does not reflect what we teach. The program has evolved to have a great emphasis on human resources and the new course code will more clearly communicate this.

**6. If applicable, please include the existing URI catalog language and proposed catalog changes **indicated in Track Changes.****

**7. Signature of the President**

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David M. Dooley

**Notice of Change for: Undergraduate Admissions GPA Requirement for education majors  
(see Appendix B)**

**Date: 11/18/16**

**A. PROGRAM INFORMATION**

**1. Name of institution**

University of Rhode Island

**2. Name of department, division, school or college**

Department: School of Education

College: College of Education and Professional Studies

**3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.**

Initiation date: Summer 2017

First degree date: Spring 2018

**4. Intended location of the program**

Kingston Campus

**5. Summary description of proposed program (not to exceed 2 pages).**

**Change #2:** To change the “Teacher Certification” language found here: [b](#) to reflect the new Graduate GPA admission requirements and deletion of the admission testing requirements.

**Change #3:** To move the “Teacher Certification” narrative to be embedded directly into the MA in Education catalogue narrative.

**6. If applicable, please include the existing URI catalog language and proposed catalog changes indicated in Track Changes.**

**Catalogue Change #2:** Change Graduate GPA admission requirements and deletion of the admission testing requirements.

**Teacher Certification**

Applications for the School of Education programs are reviewed by each individual specialization (see below). Admission is competitive, and admission into the elementary and secondary education programs occurs once a year. Typically, the deadline for admission is late January. Interested students should contact the Office of Teacher Education, or the contact person (listed at the end of this section) in their area, for admission information; they may also visit the School of Education’s website at [uri.edu/education](http://uri.edu/education). Graduate applicants ~~must have an~~ ~~with an~~ undergraduate cumulative GPA of 3.00 or above ~~are exempt from admission testing requirements~~. Applicants whose undergraduate GPA is 2.75 ~~50~~ or above may be admitted to degree candidacy upon the submission

of other evidence of academic potential. ~~In this case, admission test scores are required. Visit [uri.edu/education/admissions-testing-requirements-for-current-test-scores-information](http://web.uri.edu/education/admissions-testing-requirements-for-current-test-scores-information).~~

**Catalogue Change #3:** Move the narrative below from the Graduate Section of the Catalogue referencing “Teacher Certification” to the MA in Education catalogue narrative.

Located online at this location: <http://web.uri.edu/catalog/teacher-certification-grad/> Move to be embedded into the MA section on Education located here: <http://web.uri.edu/catalog/graduate-degree-program-descriptions/> (see Appendix C)

## 7. Signature of the President

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David M. Dooley

**Notice of Change for: Integrative Evolutionary Biology (IEB) specialization of the Biological and Environmental Sciences graduate degrees is simply changing its name to Evolution and Marine Biology (EMB). (See Appendix C)**

**Date: Oct 25, 2016**

**A. PROGRAM INFORMATION**

**1. Name of institution**

University of Rhode Island

**2. Name of department, division, school or college**

Department: Biological and Environmental Sciences graduate degrees (M.S. and Ph.D.).

College: CELS

**3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.**

Initiation date: 01/01/17

First degree date: 05/17

**4. Intended location of the program**

This is only a change in name and description of one research specialization group of the BES M.S. and Ph.D. degrees. This change better reflects the current faculty and focus of the research specialization group.

**5. Summary description of proposed program (not to exceed 2 pages).**

This Notice of Change covers a name change for the Integrative and Evolutionary Biology research specialization group in the BES M.S. and Ph.D. degree programs. The new name for this group is:

**Evolution and Marine Biology (EMB):** This graduate group focuses on the diversity of form and function of terrestrial and marine organisms from evolutionary, developmental, and physiological perspectives, and the application of these approaches to biodiversity, the environment and human health. Faculty research interests are diverse and include evolutionary biology, sensory biology, comparative and evolutionary genomics, morphology and development, paleontology, physiology, pathology and science education.

**6. If applicable, please include the existing URI catalog language and proposed catalog changes **indicated in Track Changes**.**

~~Integrative and Evolutionary Biology (IEB)~~ Evolution and Marine Biology (EMB): This graduate group focuses on the diversity of form and function of terrestrial and marine organisms from evolutionary developmental and physiological perspectives, ~~as well as~~ and the application of these approaches to ~~health, agriculture~~ biodiversity, ~~and~~ the

environment and human health. Specific ~~Faculty~~ research interests are diverse and include evolutionary biology, sensory biology, comparative and evolutionary genomics ~~marine biology, animal science (including reproduction, nutrition, management, and health), aquaculture (including ecology, physiology, nutrition, and health), cellular and behavioral neurobiology (including sensory biology and neuroethology), evolutionary biology, genomics (comparative, evolutionary, and marine), morphology and development (including functional morphology, biomechanics, and evolutionary developmental biology), paleontology, physiology, and pathology~~ and science education ~~(including environmental, stress, reproductive, and comparative physiology, endocrinology, aquatic pathology), plant biology, and human health.~~

## 7. Signature of the President

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David M. Dooley

**NOTICE OF CHANGE FORM**

**Notice of Change for: Schmidt Labor Research Center Graduate Program Revisions**

**Date:** December 2, 2016

**A. PROGRAM INFORMATION**

**1. Name of institution**

University of Rhode Island

**2. Name of department, division, school or college**

Department: Schmidt Labor Research Center

College: College of Business Administration

**3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.**

Initiation date: May, 2017

First degree date: December 2017

**4. Intended location of the program:** Kingston

Classes held in Providence and Kingston

**5. Summary description of proposed program (not to exceed 2 pages).**

1. MS CREDIT CHANGE: The SLRC currently offers an MS in Human Resources and Labor Relations (non-thesis) requiring 39 credits. In alignment with other competitor programs, to align with industry standards and better meet students needs, we propose decreasing the credit requirement to 36 credits, decreasing core courses to 18 credits (currently 27 credits) and increasing the number of elective courses allowed to 18 credits (currently 12 credits).
2. APPROVED COURSES UPDATE: Due to curriculum rationalization, faculty retirements and updates in the field, we are making slight revisions to the courses approved for MS requirements, MS Specializations and Graduate Certificate Programs.
3. COURSE CODE CHANGE: We propose changing our course code from LRS to LHR. The original course code was based on the original designation for the center in labor studies. Students report confusion about the meaning of our course code as is does not reflect what we teach. The program has evolved to have a great emphasis on human resources and the new course code will more clearly communicate this.

**6. If applicable, please include the existing URI catalog language and proposed catalog changes indicated in Track Changes.**



**7. Signature of the President**

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David M. Dooley

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## LHR Course Code

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**Aimee Phelps** <aimee@uri.edu>  
To: Joanne Lawrence <jlawrence@uri.edu>

Fri, Jan 20, 2017 at 1:03 PM

Aimee DuVall Phelps, Ph.D.  
SHRM - Senior Certified Professional  
Interim Director Schmidt Labor Research Center  
Faculty - Management and Human Resources  
College of Business  
University of Rhode Island  
238 Ballentine  
[aimee@uri.edu](mailto:aimee@uri.edu)  
[401-864-1167](tel:401-864-1167)

Begin forwarded message:

**From:** John Humphrey <jhumphrey@uri.edu>  
**Date:** January 20, 2017 at 12:56:03 PM EST  
**To:** Aimee Phelps <aimee@uri.edu>  
**Cc:** Shaw Chen <chenshaw@uri.edu>  
**Subject:** RE: LHR Course Code

Hi Aimee,

The course code of LHR is available for use.

Jack

John R. Humphrey, MHSA  
Senior Associate Director-Registrar  
Enrollment Services  
University of Rhode Island  
Green Hall  
Kingston RI 02881

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**From:** Aimee DuVall Phelps [mailto:[aimee@uri.edu](mailto:aimee@uri.edu)]  
**Sent:** Friday, January 20, 2017 11:41 AM  
**To:** John Humphrey <jhumphrey@uri.edu>  
**Cc:** Phelps, Aimee (EML) <aimee@uri.edu>; Shaw Chen <chenshaw@uri.edu>  
**Subject:** Fwd: LHR Course Code

Hi Jack -

I checked the catalog - but didn't realize I needed confirmation from you. Sorry for the late request. The Labor Research Center courses were originally assigned LRS as the course code - this is now out of date and does not reflect the courses or degree - we are hoping to update it to LHR. (see below) Could you please confirm that this course code is available and provide documentation to Faculty Senate?

Thank you for your help!

— Aimee

**Aimée DuVall Phelps, Ph.D.**

SHRM - Senior Certified Professional

*Acting Director - Schmidt Labor Research Center*

Hart House

*Faculty - Management, Human Resources and Labor Relations*

College of Business

**University of Rhode Island**

238 Ballentine

[aimee@uri.edu](mailto:aimee@uri.edu)

401-864-1167

*"The first question is: Can learning take place if in fact it silences the voices of the people it is supposed to teach? And the answer is: Yes. People learn they don't count." ~ Henry Giroux*

Begin forwarded message:

**From:** Joanne Lawrence <[jlawrence@uri.edu](mailto:jlawrence@uri.edu)>

**Subject:** LHR Course Code

**Date:** January 20, 2017 at 9:22:54 AM EST

**To:** Shaw K Chen <[chenshaw@uri.edu](mailto:chenshaw@uri.edu)>

**Cc:** Aimee DuVall Phelps <[aimee@uri.edu](mailto:aimee@uri.edu)>, Nancy Neff <[nneff@uri.edu](mailto:nneff@uri.edu)>, Andrea Rusnock <[rusnock@uri.edu](mailto:rusnock@uri.edu)>, John Humphrey <[jhumphrey@uri.edu](mailto:jhumphrey@uri.edu)>

[Quoted text hidden]

# Labor Relations and Human Resources

M.S., M.S./J.D., Graduate Certificate Programs.

401.874.2239

*Faculty:* ~~Lecturer Phelps~~ Professor, ~~Matthew Bodah~~ interim-director, Schmidt Labor Research Center. Professors ~~Bodah~~ Cooper, McIntyre, and Mederer; — Research Professor Silver; Assistant Professor Djurdjevic, ~~Grossman, Tabor; Lecturers Gamache-Griffiths, Grossman, Phelps, and Tabor;~~ Professors Emeriti Feldman, Molloy, Rothstein, and Scholl

This program is designed for labor relations and human resource professionals or students who aspire to such positions. Students in other graduate programs may find it rewarding and professionally desirable to enroll in one or more of the labor relations and human resource courses. All courses are offered in the evenings or on weekends in Providence or Kingston so that they are convenient for working students. Full-time and part-time programs are also available.

## SPECIALIZATIONS

Areas of specialization include labor relations and human resources, both with elective and required courses. Substitutions may be made with permission of the director of the Schmidt Labor Research Center and approval of the Graduate School. Exceptional students who come into the program with a well-defined interest, as well as a proposed plan of study, may choose to create their own specializations by choosing four courses in an area that satisfies their professional needs.

## MASTER OF SCIENCE

*Admission requirements:* GRE or MAT or GMAT. Undergraduate majors in any field are considered for admission. Professional experience in labor relations or human resources will carry additional weight in admission decisions.

*Program requirements:* minimum of ~~39-36~~ credits, including ~~27-18~~ credits in core courses and ~~18 credits of electives~~ 12 of which at least 9 must be specialization electives in the field specified ~~9 to 12 credits of specialization and 6 to 9 credits of electives~~. The required courses are ~~LRS/LHR~~ 500/MBA 571\*; ~~LRS/PSC 521; LRS/ECN 526; LRS/HIS 544; LRS/LHR 551/MBA 572; LRS/LHR 531, 541, 542, and 580.~~ For a specialization in labor relations, select a minimum of 3 ~~two~~ courses from SOC/LRS/LHR/SOC 432, LRS/LHR/PSC 521, LRS/LHR/HIS 544, LRS/LHR 520, 545, LRS 546, LRS 581 or MBA 502. 593 and MBA 502 503, 520, 532, 533, 545, 546, 581, 591, and MBA 577 and 578. For a specialization in human resources, a minimum of 3 courses from ~~LRS/LHR/PSC 521, MBA 502, LRS/MBA 573, 577, 578, LRS/LHR 581 or MBA 593 and MBA 502,~~

~~MBA 574, 577, and 578~~ required courses include two courses from ~~LRS 432, 503, 520, 532, 533, 545, 546, 581, 591, and MBA 502, 577, and 578.~~ -Open Electives include ~~LRS~~LHR/ECN 503 and 526, ~~LRS~~LHR 532, 533, ~~LRS~~ 590/591, MBA 530, ~~MBA~~ 540, PSC 573, ECN 590, EDC 500, EDC 505, EDC 522, EDC 531, EDC 539, EDC 579, EDC 581, EDC 582, EDC 583, EDC 584, EDC 586 or any other courses eligible for graduate credit and approved by the director. In addition, students specializing in labor relations may take courses required in the human resource specialization as open electives and students specializing in human resources may take courses required in the labor relations specialization as open electives.  
\*500/571 may be waived as a required course by the program director for students with extensive human resource/labor relations academic or practical experience. The student may substitute any other approved course for the credits.

#### JOINT PROGRAM: MASTER OF SCIENCE IN LABOR RELATIONS AND HUMAN RESOURCES (URI) AND JURIS DOCTORATE (ROGER WILLIAMS UNIVERSITY SCHOOL OF LAW)

A cooperative dual degree program offered at URI and Roger Williams University School of Law permits dual enrollment leading to an M.S. in labor relations and human resources and a J.D. The integrated program of the two degrees allows a student to complete both programs in four years instead of the five required if both degrees are pursued separately.

*Admission requirements:* Students must apply and be accepted into each program under the separate admission requirements currently in effect at each school. Applicants must indicate the M.S./J.D. on the "Degree Sought" section of the URI application form.

*Program requirements:* At Roger Williams University, the J.D. program requires 90 credits, which can be completed on a full-time basis in three years. The M.S. degree in labor relations and human resources at URI requires ~~36~~9 credits, which can be completed on a full-time basis in two years. A student matriculated in the joint program will take some credits in one program that will help satisfy the overall credit requirements of the other degree program as well.

Students in the joint program must complete the following core required courses as part of their 30-credit requirement at URI in addition to ~~6~~nine credits taken at Roger Williams: ~~LRS~~LHR 542, 500, ~~542~~, 551, and 580; ~~LRS/PSC 521; LRS/ECN 526; and LRS/HIS 544.~~ Students who specialize in human resources must also take ~~LHR~~/MBA 57~~7~~7 and 578, while students specializing in labor relations must take ~~LRS~~LHR/PSC 52~~1~~0 and ~~LHR~~ 545. Students must complete the required law school curriculum at Roger Williams. For students matriculated in the joint program, Roger Williams will accept the following 15 URI credits to satisfy the requirements for the J.D. degree: ~~LRS~~LHR 500, 542, ~~500~~, and 580; ~~LRS~~LHR/ECN 526; and ~~LRS~~LHR/PSC 521.

#### GRADUATE CERTIFICATE PROGRAMS IN LABOR RELATIONS AND HUMAN RESOURCES

*Admission requirements:* Applicants with undergraduate majors in any field are considered for admission; applicants must submit two official transcripts of all academic work, two letters of recommendation, and a résumé of professional experience.

*Program requirements:* To earn a graduate certificate in labor relations, students must satisfactorily complete four of the following courses: LRSLHR 432, 500, 503, 520, 521, 526, 531, 532, 533, 541, 542, 544543, 545, and 546, and 551 or other courses approved by the program director. To earn a graduate certificate in human resources, students must satisfactorily complete four of the following courses: LRSLHR 432, 500, 500, 503, 521, 503, 526, 531, 532, 533, 541, 542, 551, 573, 577, 578 and MBA 502, 540, and 551, 573; MBA 502, 577, and 578 577 and 578 or other courses approved by the program director. To receive certificates in both HR and LR, the student may only use one course to count for both programs. They must take 6 additional courses to receive both certificates.

### **~~LRS~~~~LHR~~ 432: Work, Employment, and Society**

**LEC:** (3 crs.) Cross-listed as (~~SOC~~~~LHR~~), ~~LRS~~~~SOC~~ 432. Explores the workplace and employment relations from a sociological perspective. Topics include work systems, worker alienation and organization, occupational identity, and the impacts of immigration, feminization, and globalization on the workplace. (Lec. 3) Pre: SOC 100 or permission of instructor.

### **~~LHR~~~~LRS~~ 480: Seminar In Labor Studies**

**SEM:** (3 crs.) Cross-listed as (~~ECN~~~~LHR~~), ~~LRS~~~~ECN~~ 480. Intensive studies examining various important topics in labor studies. Class discussion of assigned readings and student reports. (Lec. 3) Pre: permission of instructor. Not for graduate credit.

### **~~LHR~~~~LRS~~ 500: Labor Relations and Human Resources**

**LEC:** (3 crs.) Cross-listed as (~~LHR~~~~LRS~~ 500), MBA 571. Introduction to labor relations and human resources, including employment practices in unionized and non-union organizations; also issues related to data sources and research methodology. (Lec. 3) Pre: graduate standing or permission of instructor.

### **~~LRS~~~~LHR~~ 503: Problems In Public Personnel Administration**

**LEC:** (3 crs.) Cross-listed as (~~LHR~~~~PSC~~), ~~LRS~~~~PSC~~ 503. Development of personnel administration, including problems of recruitment, examination, promotion, and staffing within public service. Emphasis on evaluation of employee performance and collective bargaining in public service. (Lec. 3) Pre: graduate standing or permission of instructor.

### **~~LRS~~~~LHR~~ 520: Developments In Worker Representation**

**LEC:** (3 crs.) Structure, functions, responsibilities, and programs of unions and union leadership. Emphasis on policies and decision making. Evaluation of labor and management performance. Consideration of administrative problems associated with growth of white collar unions. (Lec. 3) Pre: graduate standing or permission of instructor.

### **~~LHR~~ 521: Global Politics of Work and Social Welfare**

**LEC:** (3 crs.) Cross-listed as (LHR), PSC 521. International and comparative politics of work and social welfare. Transformation of work due to globalization and family shifts; worker rights, education/training, and social security across countries. (Lec. 3) Pre: graduate standing or permission of instructor.

### **~~LRS~~ 521: Comparative Labor Relations Systems**

~~**LEC:** (3 crs.) Cross-listed as (LRS), PSC 521. Comparative labor and industrial relations systems, including union, management, and government functions and roles; also the functions of international organizations in labor relations. (Lec. 3) Pre: graduate standing or permission of instructor.~~

### **~~LRS~~~~LHR~~ 526: Economics of Labor Markets**

**LEC:** (3 crs.) Cross-listed as (~~LRS~~~~LHR~~), ECN ~~526~~. The theory of labor market behavior, and application of theory for public policy analysis in areas such as discrimination, unemployment, and education. (Lec. 3) Pre: ECN 201 and 202 or 590 or equivalent.

### **~~LRS~~~~LHR~~ 531: Employment Law**

**LEC:** (3 crs.) Analysis of legislation protecting worker health, employment, income security, including OSHA, workers' compensation, equal opportunity, fair labor standards, Walsh-Healy and Davis-Bacon, pension funds, unemployment compensation, and social security. (Lec. 3) Pre: [graduate standing or permission of Labor Research Center director](#).

#### **[LRS](#)[LHR](#) 532: Seminar In Employment Law**

**LEC:** (3 crs.) Advanced seminar to review and evaluate current issues and changing trends in selected aspects of employment law. May be repeated for credit with different topic, for maximum of 6 credits. (Seminar) Pre: [graduate standing or permission of Labor Research Center director](#), ~~permission of instructor~~.

#### **[LRS](#)[LHR](#) 533: Pension, Health Care, and Employee Benefits Programs**

**LEC:** (3 crs.) An analysis of employee assistance plans (EAPs), health fringe benefits, and pension plans and their negotiation within both private and public sectors. (Lec. 3) Pre: [graduate standing or permission of Labor Research Center director](#), ~~Pre: permission of instructor and Labor Research Center director~~.

#### **[LRS](#)[LHR](#) 541: Labor Relations Law**

**LEC:** (3 crs.) Legal framework for private and public sector collective bargaining. Regulation of activities with emphasis on individual rights, collective rights, and policy considerations of federal and state courts, the NLRB, and state labor boards in determining society's rights. Case studies. (Lec. 3) Pre: graduate standing or permission of instructor.

#### **[LRS](#)[LHR](#) 542: Labor Relations And Collective Bargaining**

**LEC:** (3 crs.) Collective bargaining literature, theories, and practice. Emphasis on the institutional features of bargaining in both public and private sectors as well as techniques, and dynamics of the bargaining process. (Lec. 3) Pre: graduate standing or permission of instructor.

#### **[LRS](#)[LHR](#) 544: Colloquium In Worker History**

**SEM:** (3 crs.) Cross-listed as ([LRS](#)[LHR](#)), HIS 544. Selected topics in American worker history with an emphasis on the most recent literature in the field. (Seminar) Pre: graduate standing or permission of instructor.

#### **[LRS](#)[LHR](#) 545: Arbitration and Mediation of Labor and Employment Disputes**

**LEC:** (3 crs.) Students prepare, present, and analyze labor and employment arbitration/mediations. The course also covers interest arbitration, and innovative methods for resolving disputes. Pre: graduate standing or permission of instructor.

#### **[LRS](#)[LHR](#) 546: Negotiation And Alternative Dispute Resolution**

**LEC:** (3 crs.) Examination of the interpersonal dynamics of negotiations and conflict resolution processes, including interest-based or collaborative bargaining in a variety of contexts; e.g. labor relations, community, environmental, divorce, racial, commercial. (Lec. 3) Pre: [graduate standing or permission of instructor](#), ~~permission of instructor~~.

#### **[LRS](#)[LHR](#) 551: Human Resource Strategy**



**LEC:** (3 crs.) Cross-listed as ([LRS/LHR 551](#)), MBA 572. Human resource issues addressed in context of changing product and labor markets, including relationship among human resource policies; the economic, social, and political environment; and firms' strategic objectives. (Lec. 3) Pre: [graduate standing or permission of instructor](#).

### **[LRS/LHR 573: Staffing Organizations](#)**

**LEC:** (3 crs.) Cross-listed as ([LRS/LHR](#)), MBA 573. Introduction to the staffing process from scientific, legal, administrative, and strategic perspectives. Covers workforce planning, strategic staffing, job analysis, recruitment, selection testing, interviewing, and making final hiring decisions. Pre: [graduate standing or MBA 502 or LRS 500/MBA 571](#) [permission of instructor](#).

### **[MBA 577: Compensation Administration](#)**

~~**LEC:** (3 crs.) Compensation and performance appraisal systems. Theory and techniques used to determine job worth. Special issues in compensation management, such as relating pay to performance through appraisal techniques and pay compression. (Lec. 3) Pre: [graduate standing or permission of instructor](#).~~

### **[MBA 578: Human Resource Development](#)**

~~**LEC:** (3 crs.) Development of human resources, specifically through the two HRM functions of employee training and performance management. We will examine these development processes from the employee level to the organization level. Models of facilitating large scale and small behavioral change are covered. Integration of HRD process with organizational strategic plans. (Lec. 3) Pre: [graduate standing or permission of instructor](#).~~

### **[LRS/LHR 580: Professional Seminar in Labor Relations and Human Resources](#)**

**SEM:** (3 crs.) Advanced labor relations seminar of variable coverage and focus; adjusted yearly to consider most recent labor relations developments. Major research paper required. (Seminar) Pre: final semester graduate standing in labor relations and human resources and permission of Labor Research Center director.

### **[LRS/LHR 581: Internship: Labor Relations and Human Resources](#)**

**PRA:** (3-6 crs.) Variable length internship with a trade union, a public or private sector personnel or industrial relations department, or a governmental administrative or regulatory agency, under the supervision of both a URI Labor Research Center faculty member and a member of the affiliated organization. May be taken as one 6-credit unit or two 3-credit units. (Practicum) Pre: graduate standing in labor relations and human resources and permission of Labor Research Center director. S/U only.

### **[LRS/LHR 590: Directed Readings and Research in Labor Relations and Human Resources](#)**

**IND:** (3 crs.) Readings and research under the direction of LRC-associated faculty to meet individual student requirements. (Independent Study) Pre: graduate standing in labor relations and human resources and permission of Labor Research Center director and instructor.

### **[LRS/LHR 591: Directed Readings and Research in Labor Relations and Human Resources](#)**

**IND:** (3 crs.) Readings and research under the direction of LRC-associated faculty to meet individual student requirements. (Independent Study) Pre: graduate standing in labor relations and human resources and permission of Labor Research Center director and instructor.

# How to Read this Catalog

The following explanations pertain to the ways courses are represented throughout this catalog, especially in the sections entitled [Undergraduate Programs](#), [Graduate Programs](#), and [Course Descriptions](#).

To see courses listed by semester, meeting time, or instructor, please log on to [e-Campus](#) and choose “Class Search.” Registration for classes also takes place through e-Campus....

| [LRS](#)[LHR](#) | Labor Relations and Human Resources

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**Fwd: Political Science (A&S) supports the inclusion of PSC 573 and PSC 503**1 message

---

**Aimee Phelps** <aimee@uri.edu>

Sat, Jan 21, 2017 at 3:20 PM

To: Joanne Lawrence &lt;jlawrence@uri.edu&gt;, Andrea Rusnock &lt;rusnock@uri.edu&gt;

Aimee DuVall Phelps, Ph.D.  
SHRM - Senior Certified Professional  
Interim Director Schmidt Labor Research Center  
Faculty - Management and Human Resources  
College of Business  
University of Rhode Island  
238 Ballentine  
[aimee@uri.edu](mailto:aimee@uri.edu)  
401-864-1167

Begin forwarded message:

**From:** Brian Krueger <bkrueger@uri.edu>  
**Date:** January 21, 2017 at 2:53:51 PM EST  
**To:** Aimee DuVall Phelps <aimee@uri.edu>  
**Subject:** Political Science (A&S) supports the inclusion of PSC 573 and PSC 503

The Department of Political Science (A&S) supports the inclusion of PSC 573 and PSC 503 as open electives in their MS in Labor Relations and Human Resources.

Brian S. Krueger  
Professor & Chair  
Department of Political Science  
University of Rhode Island  
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## Graduate Programs in HR/LR

### *MS, Graduate Certificate, MS/JD*

Course #	Name	MS	HRC	LRC	JD (30 cr)	Xfr to RWU
<b>Required Courses</b>			12 credits			
LRS 500 (MBA 571)	Labor Relations and Human Resources	x	x	x	x	x
LRS 541	Labor Relations Law	x	x	x	RWU 822	
LRS 542	Labor Relations and Collective Bargaining	x	x	x	x	x
LRS 531	Employment Law	x	x	x	RWU 820	
LRS 551 (MBA 572)	Human Resource Strategy	x	x	x	x	
LRS 580	Professional Seminar in Labor Relations and HR	x			x	x
<b>Spec in HR</b>	<i>choose at least 3 - up to 6</i>	3-6				
LRS 521 (PSC)	Comparative Labor Relations Systems		x		x	x
LRS 573 (MBA 573)	Staffing Organizations		x			
LRS 581	Internship: Labor Relations and Human Resources					
MBA 502	Organizational Behavior		x			
MBA 574	Consulting and Management Practice		x			
<b>LRS/MBA 577</b>	Compensation Administration		x		hr	
<b>LRS/MBA 578</b>	Human Resource Development		x		hr	
<b>Spec in LR</b>	<i>Choose at least 3 up to 6</i>	3-6				
LRS 432 (SOC)	Work, Employment & Society			x		
LRS 520	Developments in Worker Representation			x		
LRS 521 (PSC)	Comparative Labor Relations Systems			x	x	x
LRS 544 (HIS)	Colloquium in Worker History		x	x		
LRS 545	Arbitration & Mediation of Labor and Employment Disputes		x	x	lr	
LRS 546	Negotiation and Alternative Dispute Resolution		x	x		
LRS 581	Internship: Labor Relations and Human Resources					
MBA 502	Organizational Behavior			x		
<b>Open Electives</b>	<i>Choose no more than 3</i>	up to 3				
LRS 503 (ECN)	Problems in Public Personnel Administration		x	x		
LRC 526 (ECN)	Economics of Labor Markets		x	x		
LRS 532	Seminar in Employment Law		x	x		
LRS 533	Pension, Health Care and Employee Benefits Programs		x	x		
LRS 590	Directed Study/Reading					
MBA 530	Legal Environment of Business					
MBA 540	Org. Decision-Making and Design		x			
PSC 573	Administrative Law				RWU 631	

...and other classes as approved by the director to total 36 credits for the MS and 12 credits for the certificate.

### WHY OUR PROGRAM?

- Our graduates manage on both sides of the table at Alex&Ani, CVS, Google, LLBean, National Education Association, AFSCME
- Human Resource competencies (including labor relations) are in high demand
- Faculty with practitioner experience
- Small class size
- Theory-practice balance with links to industry

### CLASS DETAILS

Classes meet one night per week, Monday-Thursday evenings (6:00-8:45pm; 6:30-9:15pm; 7:00-9:45pm) at URI's Feinstein Providence Campus, 80 Washington Street, Providence or on the Kingston Campus. Courses are occasionally offered on Saturdays or online. Students at the Providence Campus are issued free parking passes each semester for RI Convention Center parking garages.

Classes run in the Fall and Spring semesters. Limited classes are offered during two summer sessions (May-June, June-July); classes meet 2x week for 5 weeks 6:00-9:45pm.

### NON-MATRICULATING OPTION

If you have not yet applied to or been accepted to the program, but wish to begin studies immediately, you may take up to ## of courses (2/5 of program requirements) before becoming a matriculated student. Students may enroll either through the Alan Shawn Feinstein College of Continuing Education (<http://www.uri.edu/prov/>) or through Enrollment Services at the Kingston campus (<http://www.uri.edu/es/>).

### QUICK FACTS

- Certificate Program = 12 credits (4 courses)
- MS Program = 36 credits (12 courses)
- Work experience not required
- Four year undergraduate degree, any major, is required
- Avg. number of years of work experience = 5
- Average age = 32
- Students in SLRC graduate programs = 30
- Class size = 10-20
- Degree must be completed within 5 years.

### TUITION

(<http://web.uri.edu/enrollment/tuition-and-fees/>)

RI Residents	\$655/credit
Regional-Prov Metro	\$983/credit
Non-RI Residents	\$1345/credit

### APPLY NOW!

Complete online:

<http://web.uri.edu/graduate-school/apply/>

Requirements include:

- \$65 application fee
- Personal Statement
- Two references (provide email addresses)
- Transcripts (upload)
- Resume (upload)
- Residency Application <http://web.uri.edu/graduate-school/forms/>
- For MS applicants:
  - GRE, GMAT, MAT, LSAT score –ETS
  - Institution Code for the URI is 3919
- For MBA/MPA certificate students:
  - Apply to the certificate program
  - Application fee waived if matriculated in last three years
  - No transcripts or reference letters required

*Official transcripts and certificate of residency must be mailed to: URI Graduate Admissions Office, Quinn Hall, Room 204, 55 Lower College Road, Kingston, RI.*

***Applications accepted on a rolling basis year round.***

### CONTACT US WITH QUESTIONS

EMAIL: [lrc@etal.uri.edu](mailto:lrc@etal.uri.edu)

Phone: 401-874-2239

[www.uri.edu/lrc](http://www.uri.edu/lrc)

NOTICE OF CHANGE FORM

Notice of Change for: Undergraduate Admissions GPA Requirement for education majors

Date: 11/18/16

A. PROGRAM INFORMATION

1. Name of institution

University of Rhode Island

2. Name of department, division, school or college

Department: School of Education

College: College of Education and Professional Studies

3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.

Initiation date: Summer 2017

First degree date: Spring 2018

4. Intended location of the program

Kingston Campus

5. Summary description of proposed program (not to exceed 2 pages).

**Change #2:** To change the "Teacher Certification" language found here: [b](#) to reflect the new Graduate GPA admission requirements and deletion of the admission testing requirements.

**Change #3:** To move the "Teacher Certification" narrative to be embedded directly into the MA in Education catalogue narrative.

6. If applicable, please include the existing URI catalog language and proposed catalog changes **indicated in Track Changes**.

**Catalogue Change #2:** Change Graduate GPA admission requirements and deletion of the admission testing requirements.

**Teacher Certification**

Applications for the School of Education programs are reviewed by each individual specialization (see below). Admission is competitive, and admission into the elementary and secondary education programs occurs once a year. Typically, the deadline for admission is late January. Interested students should contact the Office of Teacher Education, or the contact person (listed at the end of this section) in their area, for admission information; they may also visit the School of Education's website at [uri.edu/education](http://uri.edu/education). Graduate applicants ~~with an~~ **must have an** undergraduate cumulative GPA of 3.00 or

above ~~are exempt from admission testing requirements~~. Applicants whose undergraduate GPA is 2.75~~50~~ or above may be admitted to degree candidacy upon the submission of other evidence of academic potential. ~~In this case, admission test scores are required. Visit [uri.edu/education/admissions-testing-requirements](http://uri.edu/education/admissions-testing-requirements) for current test scores information.~~

**Catalogue Change #3:** Move the narrative below from the Graduate Section of the Catalogue referencing “Teacher Certification” to the MA in Education catalogue narrative.

Located online at this location: <http://web.uri.edu/catalog/teacher-certification-grad/> Move to be embedded into the MA section on Education located here: <http://web.uri.edu/catalog/graduate-degree-program-descriptions/> (see Appendix C)

## 7. Signature of the President

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David M. Dooley

## Appendix C

### Teacher Certification

401.874.5930

Students who did not obtain Rhode Island teacher certification as part of their undergraduate studies may do so by being admitted to a certification program or a master's degree program with a certification option and satisfactorily completing a prescribed set of courses in the appropriate fields. Applicants for health education, physical education, elementary education or one of the secondary education fields described below must apply as master's degree students. Applicants for early childhood education, music education, or school library media certification may indicate the specific TCP program code on the application forms and submit two official transcripts of all prior academic work, showing receipt of the bachelor's degree, plus a personal statement of objectives and two letters of recommendation.

Applications for the School of Education programs are reviewed by each individual specialization (see below). Admission is competitive, and admission into the elementary and secondary education programs occurs once a year. Typically, the deadline for admission is late January. Interested students should contact the Office of Teacher Education, or the contact person (listed at the end of this section) in their area, for admission information; they may also visit the School of Education's website at [uri.edu/education](http://uri.edu/education). Graduate applicants must have an ~~with an undergraduate cumulative GPA of 3.00 or above~~ are exempt from admission testing requirements. Applicants whose undergraduate GPA is 2.7550 or above may be admitted to degree candidacy upon the submission of other evidence of academic potential. In this case, admission test scores are required. Visit [uri.edu/education/admissions-testing-requirements-for-current-test-scores-information](http://uri.edu/education/admissions-testing-requirements-for-current-test-scores-information).

An interview and admission portfolio are required of all applicants. Students admitted to the TCP program are governed by the same academic standards as matriculated graduate students. Students in the School of Education, graduate and undergraduate certification and licensure programs, will be required to take and pass a content area exam(s) in their area of certification and any other exam required for state licensure prior to student teaching or final internship. Contact the Office of Teacher Education for the "passing" scores required for each discipline.

Further information can be obtained from the Office of Teacher Education at 401.874.5930 or from the following areas of specialization:

Early Childhood Education: Professor Susan Brand, School of Education, 401.874.2426 or Assistant Professor Hyunjin Kim, Human Development and Family Studies Department, 401.874.5961

Elementary Education: Associate Professor Sandy Jean Hicks, School of Education, 401.874.5976

Secondary Education

English: Associate Professor Diane Kern, School of Education, 401.874.9490



Mathematics: Professor Cornelius deGroot, School of Education, 401.874.4149

Science: Associate Professor Jay Fogleman, School of Education, 401.874.4161

Social Studies: School of Education, 401.874.7418

All Grades (PK-12)

Health Education: Associate Professor Emily Clapham, Department of Kinesiology 401.874.5447

Music Education: Assistant Professor Audrey Cardany, Department of Music, 401.874.2765

Physical Education: Associate Professor Emily Clapham, Department of Kinesiology,  
401.874.5447

Reading Specialist Program: Professor Theresa Deeney and Associate Professor Julie Coiro,  
School of Education, 401.874.2682.

School Library Media: Professor Cheryl McCarthy, Graduate School of Library and Information  
Studies, 401.874.2878

School Psychology: Professor Gary Stoner, Department of Psychology, 401.874.4234

Special Education: Professor Joanne Eichinger, School of Education, 401.874.7420

World Languages: Professor JoAnn Hammadou-Sullivan, Department of Modern and Classical  
Languages and Literatures, 401.874.4712

**Notice of Change form**

**Notice of Change for: Integrative Evolutionary Biology (IEB) specialization of the Biological and Environmental Sciences graduate degrees is simply changing its name to Evolution and Marine Biology (EMB).**

**Date: Oct 25, 2016**

**A. PROGRAM INFORMATION**


**1. Name of institution**

University of Rhode Island

**2. Name of department, division, school or college**

Department: Biological and Environmental Sciences graduate degrees (M.S. and Ph.D.).

College: CELS

  
Digitally signed by Anne Veeger  
DN: cn=Anne Veeger, o=Univ. of  
Rhode Island, ou=CELS,  
email=aveeger@uri.edu, c=US  
Date: 2016.11.23 11:29:21 -0500

**3. Intended initiation date of program change. Include anticipated date for granting first degrees or certificates, if appropriate.**

Initiation date: 01/01/17

First degree date: 05/17

**4. Intended location of the program**

This is only a change in name and description of one research specialization group of the BES M.S. and Ph.D. degrees. This change better reflects the current faculty and focus of the research specialization group.

**5. Summary description of proposed program (not to exceed 2 pages).**

This Notice of Change covers a name change for the Integrative and Evolutionary Biology research specialization group in the BES M.S. and Ph.D. degree programs. The new name for this group is:

**Evolution and Marine Biology (EMB):** This graduate group focuses on the diversity of form and function of terrestrial and marine organisms from evolutionary, developmental, and physiological perspectives, and the application of these approaches to biodiversity, the environment and human health. Faculty research interests are diverse and include evolutionary biology, sensory biology, comparative and evolutionary genomics, morphology and development, paleontology, physiology, pathology and science education.

6. If applicable, please include the existing URI catalog language and proposed catalog changes **indicated in Track Changes**.

~~Integrative and Evolutionary Biology (IEB)~~Evolution and Marine Biology (EMB):

This graduate group focuses on the diversity of form and function of terrestrial and marine organisms from evolutionary developmental and ~~and~~ physiological perspectives, ~~as well as~~ and the application of these approaches to ~~health, agriculture biodiversity, and~~ the environment and human health. ~~Specific faculty research interests are diverse and include evolutionary biology, sensory biology, comparative and evolutionary genomics marine biology, animal science (including reproduction, nutrition, management, and health), aquaculture (including ecology, physiology, nutrition, and health), cellular and behavioral neurobiology (including sensory biology and neuroethology), evolutionary biology, genomics (comparative, evolutionary, and marine), morphology and development (including functional morphology, biomechanics, and evolutionary developmental biology), paleontology, physiology, and pathology- and science education (including environmental, stress, reproductive, and comparative physiology, endocrinology, aquatic pathology), plant biology, and human health.~~

7. Signature of the President

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David M. Dooley